Annual EEO Public File Report

1. Station Employment Unit: <u>KKDA-FM/KRNB-FM</u>

(Station or group of commonly-owned stations in the same market that share at least one employee)

2. Annual Reporting Period: April 1, 2016 - March 31, 2017

3. Chart for **each full-time** job vacancy that was **filled during** relevant Annual Reporting Period:

Job Title	Date of Hire	Hired Person Referred By Which Recruitment Source?	Total Number of Interviewees for Position	Referral Sources of Interviewees (and Number of Interviewees By Source)
Promotions/Street Team Lead	10.31.16	In-House Posting	7	Craig's List 3 K104 Website 2 Industry Referral 1 In-House Posting 1
Promotions Assistant – FT	8.15.16	Walk-in	9	Walk-In 3 In-House Posting 2 UT Dallas Career Ctr 1 K104 Website 3

4. How many total candidates were interviewed to fill the full-time job vacancies listed above? 16

Recruitment Source No. 1: Inside Radio

Contact: Gene McKay

Address: PO Box 567925, Atlanta, GA 31156

Telephone: 800-640-8852

E-mail Address: ads@insideradio.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above 0,

Candidates were referred by this recruitment source.

Recruitment Source No. 2: UT Dallas Career Center

Contact: Linda Johnson

Address: 800 W. Campbell Rd., Richardson, TX 75083

Telephone: 972.883.2943

E-mail Address: recruit@utdallas.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above 1

Candidates were referred by this recruitment source.

Recruitment Source No. 3: Dallas Hispanic Chamber of Commerce

Contact: Rosie Aguilar

Address: 4622 Maple Avenue, Suite 207, Dallas, TX 75219

Telephone: 214.521.6007

E-mail Address:

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0 Candidates were referred by this recruitment source.

Recruitment Source No. 4: Service Broadcasting

Contact: In-House Posting

Address: 621 NW 6th Street Grand Prairie, TX 75050

Telephone: 972-263-9911

E-mail Address: debbie.henry@k104fm.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above: 3

Candidates were referred by this recruitment source.

Recruitment Source No. 5: Brookhaven College

Contact: Annette Wilson

Address: 3939 Valley View Lane, Farmers Branch, TX. 75244

Telephone: contact by e-mail

E-mail Address: bhc.jobs@dccd.edu

Is this an organization which has requested notification of job openings? N This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above 0

Candidates were referred by this recruitment source.

Recruitment Source No. 6: Texas Rehabilitation Commission

Contact: Gena Scott

Address: 210 Billings #310, Arlington, TX. 76010

Telephone: 817.530.5000

E-mail Address: gena.swett@dars.state.tx.us

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, $\boldsymbol{0}$

Recruitment Source No 7: Dallas Black Chamber of Commerce

Contact: Carmen Humble

Address: 2828 MLK Jr Blvc, Dallas, TX 75215

Telephone: 214.421.5200

E-mail Address: chum@dbcc.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No. 8: Texas Women's University

Contact: Elizabeth McDonald

Address: PO Box 425619, Denton, TX 75215

Telephone: 940.898.2950

E-Mail address: carerrs@twu.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source No. 9: Texas Workforce Commission

Contact: Sally Nelson

Address: 2922 MLK Jr Blvd., Dallas, TX 75215

Telephone: 214-421-2460

E-mail Address: sally.nelson@twc.state.tx.us

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 10: TCC NE Campus

Contact: Vickie McCleery

Address: 828 Harwood Road, Hurst. TX. 76054

Telephone: 817-515-6692

E-mail: necareerservices@tccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 11: Craig's List

Contact: On-line

Address: www.craigslist.com

Telephone: none

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 3

Candidates were referred by this recruitment source.

Recruitment Source: No. 12: MFM/BCCA Job Bank

Contact: On-line

Address: jobbank.bcfm.com

Telephone: 1-888-491-8833, ext. 1482

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 13: Dallas County Community College District of Colleges

Contact: Sam Katz

Address: 12800 Abrams Road, Dallas, TX. 75243

Telephone: 972.761.6717

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, $\boldsymbol{0}$

Candidates were referred by this recruitment source.

Recruitment Source: No. 14: TAB

Contact: Craig Bean Address: Austin, Texas Telephone: 512-322-0522 E-mail: craig@tab.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 15: The Art of Institute of Dallas

Contact: Morgan Bunche

Address: Two Northpark East, 8080 Park Lane, #100, Dallas, TX. 75231

Telephone: 214-692-8080 E-mail: mbunche@aii.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 16: Collegiate Broadcasters. Inc.

Contact: Will Robedee Address: on-line

Telephone: 1-855-275-4224 E-mail: cbjob@mailman.rice.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, $\boldsymbol{0}$

Candidates were referred by this recruitment source.

Recruitment Source: No. 17: El Centro College

Contact: Henry Garcia

Address: 801 Main Street, Dallas, TX. 75202

Telephone: 214-860-2284 E-mail: hgarcia@dcccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 18: Dallas Urban League-Employment Unit

Contact: Stephon Chandler

Address: 4315 S Lancaster Road, Dallas, TX. 75050

Telephone: 214-915-4628

E-mail: schandler@ulgnctx.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 19: Dallas Inter-Tribal Center

Contact: Stephanie Villanueva

Address: 209 E. Jefferson, Dallas, TX. 75203

Telephone: 214-941-1050

E-mail: Stephanie.villanueva@uitct.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 20: Ft Worth Metropolitan Black Chamber of Commerce

Contact: Barbara Bolden

Address: 1150 South Freeway, Ft Worth, TX. 75083

Telephone: 817-871-6538 E-mail: bbolden@fwmbcc.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of Interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 21: Paul Quinn College

Contact: Stacy Cherones

Address: 3837 Simpson Stuart Road, Dallas, TX. 75241

Telephone: 214-379-5551 E-mail: scherones@pgc.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 22: American Broadcasting School

Contact: Michelle McConnell

Address: 721 N Watson Road, Arlington, TX. 76011

Telephone: 817-695-2474

E-mail: michelle@radioschool.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above,0

Candidates were referred by this recruitment source.

Recruitment Source: No. 23: Northlake College

Contact: Crystal Larthridge

Address: McArthur Blvd., Irving, TX

Telephone: n/a

E-mail: clarthridge@dccd.edu

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 24: Work Ready

Contact: Shelley Glinsky

Address: 1717 Angel Parkway, PMB 115, Allen, Texas 75002

Telephone: 817-914-0755

E-mail: sglinsky@workreadytexas.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Recruitment Source: No. 25: North Texas Job Corps

Contact: J David Castillo

Address: 1140 Empire Central Suite 234, Dallas, Texas

Telephone: 214-824-3030

E-mail: castillo.javier@jobcorps.org

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 26: Workin Texas

Contact: Callie Patterson

Address: 2707 N Stemons Fwy., #140, Dallas, Texas 75204

Telephone: 214-424-3383

E-mail: callie.peterson@rescue.com

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant-FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 27: Indeed.Com

Contact: Ricard Fye

Address: 6433 Champion Grandview Way, Bldg. 1, Austin, Texas 78750

Telephone: web E-mail: web

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above,0

Recruitment Source: No. 28: AllAccess

Contact: On-Line

Address: 24955 Pacific Coast Hwy. C303, Malibu, CA 90265

Telephone: 310-457-6616

E-mail: web

Is this source an organization which has requested notification of job openings? N

This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0

Candidates were referred by this recruitment source.

Recruitment Source: No. 29: K104-FM Website

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above: 5 Candidates were referred by this recruitment source.

Recruitment Source: No. 30: KRNB-FM Website

This source was notified of the following full-time job vacancies listed above:

Promotions/Street Team Lead; Promotions Assistant- FT

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0 Candidates were referred by this recruitment source.

Recruitment Source: No. 31: Employee Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 0 Candidates were referred by this recruitment source.

Recruitment Source: No. 32: Industry Referral

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 1 Candidates were referred by this recruitment source.

Recruitment Source: No. 33: Walk-in

Of the total number of interviews conducted to fill the full-time job vacancies listed above, 3 Candidates were referred by this recruitment source.

OUTREACH INITIATIVES DURING REPORTING PERIOD

Mentoring Programs we participated in:

April 2, 2016

Best Southwest Everything Teen Expo Desoto Civic Center Dallas, TX Contact Person: Marc Runnels Street Team attended

April 8, 2016

S.T.A.A.R. Pep Rally Boude Middle School Dallas, TX Contact Person: Crystal Mitchell – K104 Cat Daddy attended

April 23, 2016

Your Future is in Reach Teen Mothers Event Park In The Woods Rec Center Dallas, TX Contact Person: Crystal Mitchell DJ Throwdown Sam attended

May 2, 2016

S.T.A.A.R. Pep Rally

L.G. Pinkston High School

Dallas, TX

Contact Person: Nicole Stovall

Street Team attended

May 26, 2016

Field day of Wars (7th & 8th grades)

Boude Storey Middle School

Dallas, TX

Contact Person: Jessica Applewhite

Street Team attended

June 13, 2016

Summer Fun Tour

Tommie M Allen Rec Center

Dallas, TX

Contact Person: Chris Fisher

Street Team attended

June 22, 2016

Summer Fun Tour

Como Community Center

Ft Worth, TX

Contact Person: Aaron Muhammad/Clara Kirby

Street Team attended

July 20, 2016

Back to School Roundup Parkway Elementary

Ft Worth, TX

Contact Person: Crystal Mitchell – K104fm

Street Team attended

July 30, 2016

Back to School Roundup Cobb Field House Dallas, TX Contact Person: Crystal Mitchell – K104fm

Street Team attended

August 6, 2016

Back 2 School Rally Uplift Hampton Preparatory Dallas, TX Contact Person: Amy Bryant Street Team attended

August 10, 2016

Kappa Kutting Morningstar Middle school Ft worth, TX Contact Person: Diamyion Howard Street Team attended

Oct. 14, 2016

Debate Pep Rally

A Maceo Smith New Tech High School

Dallas, TX

Contact Person: Wendy Jackson Street Team/cat Daddy attended

Oct. 21, 2016

High School Pep Rally

John Horn High School

Dallas, TX

Contact Person: Meshala Bean Street Team/Cat Daddy attended

Nov. 11, 2016

Pep Rally

Boude Storey Middle School

Dallas, TX

Contact Person: Officer Allen

Street Team/Cat Daddy/Jade attended

Nov. 18, 2016

Hoop It Game

H.F. Stevens Middle school

Crowley, TX

Contact Person: Shana Pink

Street Team/Cat Daddy/Jade attended

Dec. 21, 2016

No Bullying Versia Williams Elementary Ft Worth, TX Contact Person: Leslie Luttrell Street Team/Cat Daddy attended

Jan. 7, 2017

Reading Fair AW Brown-Fellowship Charter School Dallas, TX Contact Person: Nan McKnight Street Team attended

Feb. 11, 2017

Free Basketball Clinic Park South YMCA Dallas, TX Contact Person: Corey Anderson Street Team attended

Mar. 2, 2017

Read Across America Life School Oak Cliff Dallas, TX Contact Person: Veronica Pelton Street Team attended

INITIATIVES DURING REPORTING PERIOD

Community Service Programs we participated in:

April 6, 2016

Get Tested A Bite

Wynnewood Village Shopping Center

Contact Person: James G

Street Team attended to promote healthy living for kids – National Youth HIV & Aids Awareness Day

April 9, 2016

African American Health Expo

Tarrant Community College

Contact person: Sherry Williams

Street Team/ On-Air Talent attended to promote good health within the community

May 7, 2016

Treasured Ladies Club 2nd Annual 5k

Longhorn Stadium

Contact person: June Evans

Street Team/ On-Air Talent attended to promote SAVE the DREAM 5K 2016

May 7, 2016

Community and Health MEGAFEST

John Leslie Patton Jr. Academic Center

Contact person: Charlotte Benton

Street Team/ On-Air Talent attended to promote good health

June 10, 2016

Fair park 80th Anniversary Celebration

Fair Park

Contact person: Celia Barshop

Street Team/ On-Air Talent attended to celebrate the anniversary of Fair Park home of the State Fair, where

families can come together to enjoy themselves.

June 18, 2016

World Sickle Cell day & Juneteenth Celebration

FW Water Gardens

Contact person: Cynthia Benton

Street Team/ On-Air Talent attended to promote awareness of Sickle Cell Disease

August 13, 2016

Community Block Party

Estell Village Apt

Contact person: Crystal Mitchell- K104fm

Street Team attended to promote awareness community involvement and safety

August 13, 2016

4th Annual Backpacks 4 Brainiacs Rally and Concert

Southwest Center Mall

Contact person: Nikki Nicole

Street Team attended to promote the importance of getting an education and giving away backpacks for school

Oct. 21, 2016

Community Service Can Food Pep Rally

T A Sims Elementary School

Contact person: Andrea Harper

Street Team/On Air talent attended to promote the importance of giving back to community by donating canned foods for the less fortunate.

Nov. 8, 2016

Election watch Party

The Rock wood fire Kitchen

Contact person: Jamita Barnett-Machen

Street Team/On Air Talent attended to promote the importance of voting and accepting the election results

Nov. 18, 2016

Turkey Giveaway

Fiesta FoodMart

Contact person: Eberstein and Witherite

Street Team/On Air Talent attended to distribute turkeys to families in need.

Dec. 2, 2016

DART'S Annual "Stuff the Bus"

DART Mockingbird Station

Contact person: Carmen Hillebrand/Karen Jones

Street Team/On Air Talent attended to collect toys for Christmas for needy families

Dec. 20, 2016

Grandparents Raising Grandchildren Christmas Program

Martin Luther King Jr Recreation Center

Contact person: Dianne Gibson

Street Team attended to distribute toys for Christmas

Feb. 7, 2017

National Career Fairs Hiring Event

La Quinta Inn & Suites

Contact person: Crystal Mitchell

Street Team attended to promote awareness of jobs in the DFW area

Mar. 4, 2017

Stomping Out Asthma Thriller Dance Battle

Life School Oak Cliff

Contact person: Crystal Mitchell

Street Team attended to promote awareness/treatments of asthma

Training Management Personnel:

Service Broadcast provides one-on-one training for EEO procedures for new Managers. This is an ongoing training provided by the station Human Resource Manager/EEO Officer.

Career Day Activities:

Service Broadcasting employees attended various Career Day programs to discuss their roles at the radio station and how others can get in the industry.

April 7, 2016

Career Day
Bill Elliot Elementary
Attendee(s): Cat Daddy

Contact person: Natasha Green

April 12, 2016

Career Day
Oaklawn Elementary
Attendee(s): Street Team
Contact person: Angela C

May 3, 2016

Career Day Lancaster High School Attendee(s): Street Team Contact person: Kimberly Brook

May 13, 2016

Career Day Walnut Hill Elementary Attendee(s): Lady Jade/Cat Daddy Contact person: Angie Baker

May 17, 2016

Career Day

George Washington Carver Learning Center

Attendee(s): Lady Jade/Cat Daddy Contact person: Crystal Thomas

May 18, 2016

Career Day

W.E. Greiner Middle School

Attendee(s): Lady Jade/Cat Daddy Contact person: Juanita Scott Nichols

May 25, 2016

Career Day

East Handley Elementary School

Attendee(s): Lady Jade

Contact person: Cynthia Snell

Nov. 17, 2016

Career Day

Arturo Salazar Elementary school Attendee(s): Lady Jade/Cat Daddy

Contact person: Carolyn Franklin/Rebeca Gonzales-Richa

Nov. 17, 2016

Career Day

Bethune Elementary

Attendee(s): Street Team

Contact person: Ylana Rhymes

Dec. 21, 2016

Career Day

IM Terrell Elementary

Attendee(s): Lady Jade

Contact person: Lucy (1800 Car Wreck)

Jan. 26, 2017

Career Day

Whitt Fine Arts Academy

Attendee(s): Throwdown Sam Contact person: Crystal Ziegler

Mar. 3, 2017

Career Day

Woodway Elementary School

Attendee(s): Street Team

Contact person: Alyssa Sprinkle

Mar. 9, 2017

Career Day

Lancaster Middle School- STEM

Attendee(s): Street Team

Contact person: Leah Cauley

Mar. 10, 2017

Career Day

Nathaniel Hawthorne Elementary School

Attendee(s): Street Team

Contact person: Kari Stewart

Job Fairs attended by Service Broadcasting:

April 7, 2016 Brookhaven Spring Career Fair

Brookhaven College 3939 Valley View Lane Farmers Branch, Texas 75244 Contact Person: Adam Clawson

October 13, 2016 Brookhaven Spring Career Fair

Brookhaven College 3939 Valley View Lane Farmers Branch, Texas 75244 Contact Person: Adam Clawson

March 30, 2017 North Lake College Spring Job Fair North Lake College 5001 N. MacArthur Blvd., H220 Irving, Texas, 75038 Contact Person: Crystal Lathridge